



STATE OF MICHIGAN

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ERGONOMICS IN GENERAL INDUSTRY

GENERAL PROVISIONS

Section A

Scope and application.

(1) These rules establish the minimum requirements for all general industry employers that have employees with exposure to ergonomic hazards. These rules establish the minimum requirements for awareness training and the process for assessing and responding to ergonomic occupational risk factors.

(2) These rules do not apply to any of the following:

- (a) Construction.
- (b) Agriculture.
- (c) Mining.
- (d) Domestic employment.

Section B

Definitions.

(1) "Ergonomic hazards" means conditions where intervention may be necessary to prevent a **musculoskeletal disorder injury**. Such conditions can be identified by an assessment of ergonomic occupational risk factors and reports of signs and symptoms.

(2) "Ergonomics" means the practice of designing or modifying jobs, workplaces, equipment, work methods, and tools to match the capabilities of the worker.

(3) "Ergonomic occupational risk factors" means characteristics of a work situation that may contribute to a **musculoskeletal disorder injury or illness**. These risk factors may be characteristics of the workplace, tasks, or individual work practices.

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Section C

Training.

(1) All employees shall be given ergonomic awareness training that covers all of the following:

- (a) Ergonomic occupational risk factors.
- (b) Signs/symptoms that indicate an ergonomic hazard may be present.
- (c) Process for reporting that an ergonomic hazard may be present.
- (d) Process for assessing and responding to ergonomic occupational risk

factors.

(2) Records to document training shall be kept.

(3) An employer may accept previous training through documentation for (1)(a) and (b).

(4) Employers with an effective ergonomic program established and documented by the effective date of these rules are exempt from the rules in this section.

See appendix for assistance.

Section D

Process for Assessing and Responding to Ergonomic Occupational Risk Factors.

(1) An employer shall establish and utilize an effective process that includes the following:

- (a) Employee involvement.
- (b) Assessment of ergonomic occupational risk factors.
- (c) Elimination, reduction, or control of ergonomic hazards where economically and technically feasible.

(2) Employers with an effective ergonomic program established and documented by the effective date of these rules are exempt from the rules in this section.

See appendix for assistance.

NOTE: Nothing in this act shall be construed to supercede or in any manner affect any workers' compensation law, or to enlarge or diminish or affect in any other manner the common law or statutory rights, duties, or liabilities of employers and employees under any law with respect to injuries, diseases, or death of employees arising out of, or in the course of, employment.